



**DEPARTMENT OF PERSONNEL**

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**MEMO PERD #20/00**

August 21, 2000

**MEMORANDUM**

TO: All State Agencies  
Designee for Personnel Rule Distribution

FROM: Jeanne Greene, Director  
Department of Personnel

SUBJECT: REGULATIONS CHANGES

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Enclosed are regulations adopted by the Personnel Commission on June 16, 2000, which became effective August 2, 2000, the date they were filed with the Secretary of State.

Please see that department directors and division administrators, as appropriate, are notified of the changes. These revisions are also available on our website at [www.state.nv.us/personnel/nac-rev](http://www.state.nv.us/personnel/nac-rev). When these revisions are codified by the Legislative Counsel Bureau, we will be sending out copies in quantity for distribution.

Thank you for your assistance. If you have any questions regarding the enclosed regulations, please contact Phil Hauck at (775) 684-0130.

JG:cp

Enclosure

**NEW SECTION**

*“Family and Medical Leave Act” means the Family and Medical Leave Act of 1993 adopted by reference in NAC 284.581.*

**NEW SECTION**

*In determining whether to approve or deny training or education requested by an employee, an appointing authority shall consider whether the training or education:*

- 1. Is required by or related to the job of the employee;*
- 2. Is relevant to the prospective duties of the employee; or*
- 3. Is a benefit to both the agency and the employee participating by:*
  - (a) Preparing the agency and employee for technological and legal developments;*
  - (b) Increasing the work capabilities of the agency and employee;*
  - (c) Increasing the number of qualified employees in areas for which the agency has difficulty in recruiting or retaining employees; or*
  - (d) Increasing the professional competence of the employees of the agency.*

**NAC 284.120 Adoption by reference of federal law, regulations and manual regarding persons with disabilities. (NRS 284.155)**

1. For the purposes of determining the meaning of “essential functions of a position,” “person with a disability,” “qualified person with a disability” and “reasonable accommodation,” the department *of personnel* hereby adopts by reference and will refer to:

- (a) The Americans with Disabilities Act of 1990 (Public Law 101-336).
- (b) The provisions of 29 C.F.R. Part 1630.
- (c) The Technical Assistance Manual for the Americans with Disabilities Act.

2. A copy of the materials adopted by reference pursuant to this section may be obtained at no charge from the United States Equal Employment Opportunity Commission Publications Information Center, P.O. Box 12549, Cincinnati, Ohio 45212-0549, *telephone* (800) 669-3362 or *TDD* (800) 800-3302.

**NAC 284.208 Compensation for dangerous duty or duty involving physical hardship.**

1. As used in this section:

(a) “Dangerous duty” means work performed under such dangerous circumstances that an accident would probably result in serious injury or death.

(b) “Duty involving physical hardship” entails extreme physical discomfort which is not adequately alleviated by protective or mechanical devices.

2. Except as otherwise provided in this subsection, additional compensation equal to 10 percent of an employee’s basic rate of pay must be paid for each hour in which he performs any dangerous duty or duty involving physical hardship. An excluded classified employee who performs any dangerous duty or duty involving physical hardship for any portion of a workday must receive the additional compensation for all of his regularly scheduled hours of employment on that workday.

3. The compensation applies only to employees who are subjected to unusual physical hardship or dangerous duties which are not an inherent part of the job and not regularly part of the job. These duties may appear in the *class specification*, but must not be performed with sufficient regularity to constitute an element in fixing the grade of the position.

4. Only the following groups, under the conditions described, are entitled to receive pay for dangerous duty:

(a) Employees engaged in scuba or skin diving.

(b) Employees who perform duties at a height of more than 16 feet above the floor in a building or 16 feet above ground level outside of a building if the work is performed on portable equipment or outside of a railed or protected area.

(c) All employees, except pilots, for time spent in single engine aircraft or helicopters when required to do so by the employer.

(d) Employees required to handle or use explosives.

**NAC 284.370 Integration of subsequent list; material change in required qualifications.**

1. If there has been no material change in the qualification requirements, subject matter, scope or weights of various phases of the examinations, names of persons who become eligible subsequent to the initial recruitment for the same class may be integrated on ranked lists *for subsequent recruitment*, according to the final rating of the eligible persons. If the method of certification is that of unranked lists, eligible persons will be integrated in unranked order.

2. If a material change occurs in the qualification requirements, subject matter, scope, or weights of various phases of the examinations, eligible persons who appear on a list will be offered the choice of recompeting or integrating their previously established final examination score, but only if they also meet any new qualification requirements. The decision to recompetite cannot be reversed once any phase of the new examination has been taken and the results of the most recent examination will prevail.

**NAC 284.378 Use of lists and consideration of eligible persons.** When using lists of persons who are eligible and considering eligible persons who have been certified, the following conditions apply:

1. When a reemployment list is certified:

(a) Eligible persons who are available for appointment and who are certified on reemployment lists, other than seasonal reemployment lists, must be hired in the order in which they appear unless the appointing authority, upon submitting written justification, obtains the written concurrence of the governor to deviate from the order of priority or to hire from another list. The appointing authority must make the written justification available for examination by affected persons or their designated representatives.

(b) A person who receives a written offer of reemployment must accept or refuse the offer within 3 business days after the offer is received. If an offer of reemployment is mailed to a person, he must accept or refuse the offer within 6 days after the date of the postmark on the letter containing the offer. The failure to accept the offer within the prescribed time constitutes a refusal of the offer.

2. The appointing authority may request selective certification for a particular position if the normal method of certification does not provide candidates qualified to perform the duties of the position satisfactorily. Where selective certification is necessary, the appointing authority must furnish in writing the special requirements peculiar to the position and his reasons therefor. If the facts and reasons justify such a method of selection, the department *of personnel* may certify the highest ranking eligible persons who possess the special qualifications. Determination of special qualifications may require circularization of eligible persons before certification can be made.

3. Certification of *only* eligible persons *who are the same* sex will not be made unless there is clear evidence that duties assigned could be performed efficiently only by the sex specified.

4. Authorization for selective certification will be made on an individual basis and, with the exception of clerical positions requiring typing, shorthand, or word processing, *database or spreadsheet* skills, subsequently reported to the commission at their next regular meeting.

5. When using ranked lists other than those for reemployment, the appointing authority must attempt to communicate, as provided in NAC 284.382, with persons in the first five ranks to determine their availability and qualifications. The names on each type of list must be considered before names from the next succeeding list. If there are fewer than five ranks with persons who are available for appointment on a given list and the appointing authority requests a full complement of five ranks, the name or names at the top of the next succeeding list must be combined with those on the preceding list to establish five eligible ranks with persons who are available for appointment. Except as otherwise provided in subsection 7, all competitive appointments from ranked lists must be made from the persons who:

- (a) Are in a rank of persons who received the five highest scores on the examination; and
- (b) Are available for appointment.

6. If the list is unranked or waived, the appointing authority must attempt to communicate, as provided in NAC 284.382, with at least five eligible persons he deems most qualified based upon a review of their respective qualifications as they relate to the position or class, or *with* all of the eligible persons if there are five or less. Except as otherwise provided in subsection 1, any eligible person who is certified from an unranked or waived list may be appointed.

7. If persons from fewer than five ranks of eligible persons are willing to accept appointment:

- (a) The appointing authority may make an appointment from among those remaining available eligible persons.
- (b) Certification and appointment may be made from other appropriate lists, including lists of higher grades as determined by the department of personnel. The names from other lists will follow those which have been certified, if any, from the original lists.
- (c) A new recruitment may be conducted.
- (d) A provisional appointment may be made only if the requirements of NAC 284.406 are met.

#### **NAC 284.484 Release time or leave to attend training.**

1. When training is required by the appointing authority, the authority must grant release time to attend the training. Release time is considered time worked. The agency is responsible for any overtime earned as a result of such training.

2. When training is requested by the employee, the appointing authority may:

- (a) Grant the employee release time, but not overtime;
- (b) Require the employee to take approved leave for the work time spent to attend the training; or
- (c) Deny the request. Approval must not be unreasonably withheld and reasons for denial must be provided the employee in writing.

In making *the determination to approve or deny training pursuant to this subsection*, the appointing authority must consider the appropriateness of the training *in accordance with section 3 of this regulation*.

#### **NAC 284.486 Restrictions on use of money for training.**

Money for training must be used to produce the greatest benefit in relation to the cost of the training. This requirement applies to money which is administered by the department of personnel and to money which is administered by other agencies.

**NAC 284.490 Reimbursement or prepayment for training.**

1. If an employee *receives approval* to take *training or education that he requested to take, including, without limitation*, a course or workshop:

(a) The employing agency may reimburse the employee for the expense of the *training or education* only after his successful completion of the training; or

(b) The employing agency may elect to prepay the cost of the *training or education*.

2. *An employing agency* may enter into an agreement with *an employee requiring the employee to repay any money paid to him for the cost of training or education* if:

(a) *The employee fails to complete the training successfully; or*

(b) *Within 1 year after the successful completion of training or education that is not required by his job, the employee terminates his employment with the agency.*

*Any repayment from wages owed to the employing agency must not be taken from any payment for overtime owed to the employee and must not reduce the pay of the employee below the minimum wage required by federal law.*

3. For the purposes of this section, “successful completion of *training and education*” means:

(a) Receiving a grade of C or better;

(b) Receiving a passing grade if the students are designated only as passing or failing the course;

(c) Receiving a certificate of completion; or

(d) Receiving other evidence of completion as predetermined by the appointing authority.

**NAC 284.514 Educational leave stipends.**

1. A stipend for an educational leave of up to three-fourths of the employee’s base salary may be paid if money is available for that purpose and the course of study *meets the requirements set forth in section 3 of this regulation*.

2. An employee’s request for such a stipend must be endorsed by his appointing authority and be accompanied by a copy of the employee’s agreement to return to work for the state. The request will be reviewed, and a recommendation made, by the department of personnel. Before the employee is given the stipend to engage in the proposed college program, his request must be approved by the state board of examiners.

3. An agency may not have more than 2 percent of its full-time work force receiving such a stipend at any one time except that an agency with less than 50 full-time employees may have one employee receiving such a stipend.

**NAC 284.522 Right to appeal.**

Except in a matter concerning stipends for educational leaves as to which a decision of the state board of examiners is final, any appeal concerning a matter under NAC 284.482 to 284.522, inclusive, *and section 3 of this regulation* must be made in accordance with the grievance procedure set forth in NAC 284.658 to 284.695, inclusive.

**NAC 284.523 Definitions**

As used in NAC 284.523 to 284.598, inclusive, *and section 2 of this regulation*, unless the context otherwise requires, the words and terms defined in NAC 284.5231 to 284.5239, inclusive, *and section 2 of this regulation* have the meanings ascribed to them in those sections.

**NAC 284.5233 “Eligible employee” defined.**

“Eligible employee” means an employee who is eligible for family and medical leave.

**NAC 284.52375 "Provider of health care" defined.** "Provider of health care" means:

1. A doctor of medicine or osteopathy who is authorized to practice medicine or surgery by the state or country in which the doctor practices;
2. A podiatric physician, a dentist, a clinical psychologist, an optometrist or a chiropractor who is authorized to practice as a podiatric physician, a dentist, a clinical psychologist, an optometrist or a chiropractor by the state or country in which he practices and who is performing within the scope of his practice as defined by the law of that state or country;
3. A nurse practitioner, nurse midwife or clinical social worker who is authorized to practice as a nurse practitioner, nurse midwife or clinical social worker by the state or country in which he practices and who is performing within the scope of his practice as defined by the law of that state or country;
4. A practitioner in Christian Science who is listed with *The* First Church of Christ, Scientist, in Boston, Massachusetts. The list of practitioners may be obtained from the Christian Science Committee on Publication *for Nevada*, P.O. Box 92752, Henderson, Nevada 89009, (702) 566-1097, at a cost of \$3.50; or
5. A provider of health care, as defined in NRS 629.031, acting within the scope of his license whose certification of the existence of a serious health condition is acceptable to substantiate a claim for benefits under the public employees' benefits program.

**NAC 284.539 Annual leave: Written request; approval or denial; authorized use. (NRS 284.155, 284.350)**

1. Except as otherwise provided *by the Family and Medical Leave Act*, an appointing authority shall determine the time when annual leave is taken after considering the needs of the service and the seniority and wishes of the employee. Annual leave may not be granted in excess of the accumulated annual leave.
2. If an employee submits a written request for annual leave at least 60 days in advance, it must be honored except for good and sufficient reason. The approval or denial must be in writing within 15 workdays after receipt by the appointing authority of the written request for leave. The appointing authority may not prohibit an employee from using at least 5 consecutive days of annual leave in any calendar year.
3. An employee shall request annual leave at least 30 days in advance if the need for leave is foreseeable and the annual leave is to be taken in conjunction with a planned leave of absence without pay.
4. An employee who has accumulated both annual leave and compensatory time off, and who may lose annual leave at the end of the calendar year, may elect to use the annual leave instead of the compensatory time for approved leave. In all other instances, compensatory time must, as far as practicable, be exhausted before annual leave is used.
5. An employee who is receiving benefits for a temporary total disability pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS may use his accrued annual leave pursuant to NAC 284.5775.

**NAC 284.558 Sick leave: Illness in employee's immediate family.**

1. Except as otherwise provided in this section, if an employee is needed to provide care for a member of his immediate family with an illness or other authorized medical need, the employee may

use his accumulated sick leave, not to exceed **120** hours in any 1 calendar year. *An employee is not subject to this 120-hour limitation if the leave is approved under the Family and Medical Leave Act.*

2. The appointing authority may approve an exception to the **120-hour** limitation or the requirement that the immediate family member be living in the employee's household. To obtain an exception, the employee may be required to submit his request in writing to the appointing authority. The appointing authority may require that the request be accompanied by a certification from a provider of health care of the need for the employee's participation. The appointing authority may use the procedure and form which is *used for certification under the Family and Medical Leave Act.*

3. The appointing authority may request that the employee submit supplemental information. Supplemental information may include a second and third medical opinion as provided in subsection 2 of NAC 284.566.

**NAC 284.566 Sick leave: Approval by appointing authority.**

1. An appointing authority may approve sick leave only after having ascertained that the absence was for an authorized reason. For absences in excess of 3 consecutive working days, or for cases of suspected abuse, the appointing authority may require that the employee submit substantiating evidence, which may include, but is not limited to, a certificate from a provider of health care of the need for the absence.

2. For absences for which medical certification is required, the appointing authority may require the employee to provide a second medical opinion. The provider of health care who provides the second opinion of an employee's health condition shall certify as to the ability of the employee to perform his duties and responsibilities and when he believes the employee can return to work. The provider of health care who provides the second opinion of an immediate family member's health condition shall certify as to the health condition of the family member, the probable duration of the health condition and incapacity, and the need for the employee's assistance or presence. A copy of each opinion must be provided to the employee, the patient and the appointing authority, as appropriate. If the first and second opinions differ, the appointing authority may require the employee to provide a third medical opinion.

3. If a second medical opinion is required, an employee shall obtain the opinion, on the *form which is used for certification under the Family and Medical Leave Act*, from a provider of health care designated by the appointing authority. The designated provider of health care must not be regularly used by the state unless the employee or a member of his immediate family resides or works in an area where such a provider of health care is not available and must not be employed by the state. The agency shall pay for the consultation.

4. If a third medical opinion is required, an employee shall obtain the opinion, on the *form which is used for certification under the Family and Medical Leave Act*, from a provider of health care approved jointly by the employee and the appointing authority. If necessary, a list of three providers of health care from which the selection must be made may be requested from the medical society of the county in which the employee or, if applicable, the member of his immediate family, resides or works. If such a list is used, the selection of the third provider of health care must be made by the employee and appointing authority alternately striking one name off the list. The third opinion is final and binding. The agency shall pay for the consultation.

5. An employee shall request sick leave at least 30 days in advance if the need for leave is foreseeable and the sick leave is to be taken in conjunction with a planned leave of absence without pay.

6. An appointing authority may require a statement from a provider of health care that an employee is able to resume work if the requirement is related to the employee's ability to perform one or more of the essential functions of his position.

**NAC 284.568 Sick leave: Placing employee on sick leave.**

1. An appointing authority may place an employee on sick leave if, due to a known or suspected illness, the employee is not performing at the level required by his position or the illness is such that it appears to be contagious.

2. An appointing authority may place an employee with a disability on sick leave if, due to an illness or injury, the employee is not able to perform the essential functions of the job with reasonable accommodation or the illness or injury is such that it is a direct threat to the employee or to another person. Before placing an employee with a disability on sick leave because an illness or injury is a direct threat to the employee or other person, the appointing authority shall consider whether the direct threat may be eliminated or reduced by reasonable accommodation.

3. If an appointing authority places an employee with a disability on sick leave pursuant to subsection 2, the appointing authority must:

- (a) Identify a specific, significant and current risk of substantial harm; and
- (b) Document the risk by medical or other factual evidence concerning the employee with a disability or other person.

4. Except as otherwise provided in NRS 281.390, the appointing authority may require an eligible employee to use sick leave during the time family and medical leave is granted.

**NAC 284.5775 Temporary total disability: Use of sick leave, compensatory time, annual leave and catastrophic leave. (NRS 284.155, 284.350, 284.355, 284.3626)**

An employee who is receiving benefits for a temporary total disability pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS may:

1. Elect to *receive payment for all or part of the difference between his normal pay and the benefits received by:*

- (a) *Using* his accrued sick leave as provided in subsection 1 or 3 of NRS 281.390;
- (b) *Using* his accrued compensatory time;
- (c) *Using* his accrued annual leave if he:

(1) Is on family and medical leave for a serious health condition that prevents him from performing one or more of the essential functions of his position; or

(2) Elected to use his accrued sick leave pursuant to NRS 281.390 and has exhausted all of his accrued sick leave; or

(d) *Using* catastrophic leave if he has exhausted all of his accrued annual leave, sick leave and compensatory time and his request for catastrophic leave has been approved pursuant to NAC 284.576; or

2. *Elect to be placed on leave of absence without pay in accordance with subsection 5 of NRS 281.390.*

**NAC 284.581 Family and medical leave: Adoption by reference of federal law and regulations regarding the Family and Medical Leave Act.**

1. *For the purposes of NAC 284.523 to 284.598, inclusive, and section 2 of this regulation, the department of personnel hereby adopts by reference:*

- (a) *The Family and Medical Leave Act of 1993 (Public Law 103-3), as amended.*



(b) *The Fair Labor Standards Act of 1938, as amended, and 29 C.F.R. Part 541.*

2. *A copy of the Family and Medical Leave Act, the Fair Labor Standards Act or 29 C.F.R. Part 541 may be obtained at no charge from the United States Government, Wage and Hour Division, P.O. Box 3136, Reno, Nevada 89505-3136, telephone (775) 784-5200, or from the United States Government, Wage and Hour Division, 1050 Flamingo Road, Suite 321, Las Vegas, Nevada 89119, telephone (702) 699-5581.*

**NAC 284.5811 Family and medical leave: Maximum amount.**

1. *The entitlement for family and medical leave for an eligible employee is limited to a total of 12 weeks during a rolling 12-month period.*

2. *To calculate the hours of service needed for eligibility under the Family and Medical Leave Act, paid leave must be considered as time worked.*

3. *As used in this section, a "rolling 12-month period" means the 12-month period as measured backward from the date an employee uses any family and medical leave.*

**NAC 284.5813 Family and medical leave: Records; notice of obligations and effects.**

Each appointing authority shall maintain accurate records of family and medical leave used by its employees, including any form approved for requesting family and medical leave.

**NAC 284.6002 Physical assessments.**

1. Except as otherwise provided in subsection 4, an appointing authority shall require an employee who has a disability related to work to submit to the appointing authority a physical assessment of the disability that is prepared by the employee's treating physician or chiropractor. The appointing authority may require the employee to submit a physical assessment after each visit to the physician or chiropractor or after only those visits designated by the appointing authority.

2. Each physical assessment must:

(a) Be reported on the appropriate form prescribed by the division of industrial relations of the department of business and industry. The appointing authority shall provide the appropriate form to the employee.

(b) Contain any limitations or restrictions imposed on the employee's ability to work by the treating physician or chiropractor.

3. An employee who is required to submit a physical assessment shall deliver or mail the assessment to the appointing authority within 3 working days after the date of his visit to his treating physician or chiropractor.

4. If an employee is on family and medical leave because of a disability related to work, he may, in lieu of submitting physical assessments required pursuant to subsection 1, submit to his appointing authority certification from a provider of health care substantiating the need for family and medical leave in the manner prescribed *by the Family and Medical Leave Act.*

**NAC 284.6012 Temporary assignment: Effect of family and medical leave.**

Except as otherwise provided *by the Family and Medical Leave Act*, an employee who is granted family and medical leave because a disability related to work prevents him from performing one or more of the essential duties of his regular position:

1. May not be required to accept a temporary assignment offered pursuant to NAC 284.6004 in lieu of continuing on the family and medical leave that has been authorized by his appointing authority.

2. May voluntarily accept a temporary assignment pursuant to NAC 284.6004. An employee who voluntarily accepts such a temporary assignment retains the right to be returned to the position he held before the temporary assignment or an equivalent position pursuant to *the Family and Medical Leave Act* until the time served in the temporary assignment plus any family and medical leave taken during a *rolling 12-month period pursuant to NAC 284.5811* exceeds 12 work weeks.

**NAC 284.658 "Grievance" defined.**

1. As used in NAC 284.346 and 284.658 to 284.697, inclusive, a "grievance" means an act, omission or occurrence which a permanent employee feels constitutes an injustice relating to any condition arising out of the relationship between an employer and an employee, including, but not limited to, compensation, working hours, working conditions, membership in an organization of employees or the interpretation of any law, regulation or disagreement. The act, omission or occurrence must be established with factual information including, but not limited to, the date, time and place of the act, omission or occurrence and the names of other persons involved.

2. *For the purposes of NAC 284.346 and 284.658 to 284.697, inclusive, the term "grievance" does not include any grievance for which a hearing is provided by NRS 284.165, 284.376 or 284.390.*

**NAC 284.726 Access to confidential records. (NRS 284.155)**

1. Except as otherwise provided in this subsection, access to materials for an examination and information relating to an applicant or eligible person which are relevant to an appointing authority's decision to hire that person is limited to the appointing authority or his designated representative. If the name of the applicant is not disclosed and the information is used for the purposes of paragraph (b) of subsection 1 of NAC 284.204, information relating to the education and experience of an applicant may be made available to any affected applicant, employee or the designated representative of either.

2. Except as otherwise provided in subsection 3, access to an employee's file of employment containing any of the items listed in paragraphs (e) to (h), inclusive, of subsection 1 of NAC 284.718 is limited to:

- (a) The employee;
- (b) The employee's representative when a signed authorization from the employee is presented or is in his employment file;
- (c) The appointing authority or a designated representative of the agency by which the employee is employed;
- (d) The director of the department of personnel or his designated representative;
- (e) An appointing authority, or his designated representative, who is considering the employee for employment in his agency;
- (f) Persons who are authorized pursuant to any state or federal law or an order of a court; *or*
- (g) The state board of examiners if the board is considering a claim against the State of Nevada filed pursuant to chapter 41 of NRS which involves the employee.

3. Information concerning the *health, medical condition or* disability of an employee or a member of his immediate family must be kept separate from the employee's file in a locked cabinet. Access to such information is limited to the employee, his current supervisor and the appointing authority *or his designated representative*.

4. Upon request, the department of personnel will provide the personal mailing address of any employee on file with the department to the state controller's office and the Internal Revenue Service.

5. The director or the appointing authority, or his designated representative, shall authorize the release of any confidential records under his control which are requested by the committee, a hearings officer, the commission, the Nevada equal rights commission or a court. If the director or his designated representative determines that the release of any confidential record is not necessary for those purposes, the decision may be appealed.

**NAC 284.802 Form of testimony.**

1. At the beginning of his testimony, each witness who has not previously testified in the hearing must be required to state his name, address and business, employment or position.
2. Testimony may be presented in the form of a statement or questions and answers.
3. The hearing officer may have the testimony *recorded* and transcribed.

**NAC 284.882 Administration of screening tests. (NRS 284.407)** A screening test to detect the general presence of:

1. A controlled substance must comply with the standards and procedures established by the Department of Health and Human Services which are hereby adopted by reference. A copy of the standards and procedures is available, without charge, from the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration, Center for Substance Abuse Prevention, Division of Workplace, 5600 Fishers Lane, Parklawn Building, 13A-54, Rockville, Maryland 20857.

2. Alcohol by testing a person's breath must be conducted by an operator certified in accordance with NAC 484.640 using a breath-testing device certified in accordance with *NRS 484.3882* and *NAC 484.660*.

**REPEALED SECTIONS**

NAC 284.0635, 284.081, 284.091, 284.0935, 284.5815, 284.5817 and 284.5819.